ORDER.

Bangalore, dated 15th November 1966.

S. O. 5875.—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura on the points noted below:—

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Industrial Tribunal at Bangalore.

Points of Dispute.

(1) Are the workmen employed by the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, listed in the Annexure 'A' entitled to the Designations, Grades and Pay Scales as claimed therein with effect from the date specified against each? If not, are they entitled to any other relief?

(2) Are the following workmen entitled to be confirmed with effect from the date mentioned against their names? If not are they entitled to any other relief?

S. No.	Name	Designation	Date from which to be confirmed
Sriyuths:			
1	R. Krishna Iyengar	Fireman	25-7-1963
2	M. P. Shive Gowda	Main Water Supply	1-11-1960
3	Isail		1-1-1960
4	D. M. Ramaswamy	Attenders	1-11-1960

(3) Is the Management justified in terminating the Services of the following workers? If not are the workers entitled to reinstatement with back wages and continuity of services?

Sriyuths:

1 Kempalinge Gowda. T. No. 16
2 N Shankara, T. No. 323
3 Honnaiah, T. No. 419
4 Puttaswamy, T. No. 328
5 Puttaswamy, T. No. 488
6 Bhadragowda, Fitter Helper
7 Jai Singh, Watchman
8 Ningaiah, T. No. 290
9 Suryanarayana, T. No. 451
10 Dasappa, T. No. 264
11 Ramanna, T. No. 112
12 Ningegouda, T. No. 126
13 B. Krishna, Clerk
14 S. S. Bhadak, T. No. 317, Fitter
15 Siddegouda, T. No. 413, Fitter Helper
16 Kenchaiah, T. No. 486, Carpenter
17 T. N. Mahadevachari, T. No. 516. Tare Weigh Bridge Clerk
18 R. Ponnappa, Driver

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(3) (b) Is the Management justified in terminating the services of the following workers? If not are the workers entitled to reinstatement with back wages and continuity of service?

Sriyuths:

1	Nanjegouda	9	Jannogouda	16	T. Sannaiah
2	Siddaling setty	10	Ningasetty	17	Dyave Gowda
3	Ramu	11	Javarappa	18	Kempegowda
4	Karigouda	12	Madaiah	19	Chikkaninge Gowda
5	Shivanna	13	Ramaiah	20	Kalle Gowda
6	Vairamudigouda	14	Some Gowda	21	K. Kempe Gowda
7	Raju	15	ThammannaGowda	22	Venkatappa
8	Ankegouda				

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(4) Are the workers employed in the Centrifugal Section, Boiling House (Pan Floor), Sulphur House, Steam Valves and Boiler Section of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, entitled to Heat Allowance at the rate of 0.40 P per worker per working day? If not, are they entitled to any other relief?

(5) Are the workmen employed in the Welding Section, Boiling Section, sulphur and lime sections and Watchmen, Motor Vehicle Drivers and Oil Men in the Mill and Boiling House of the Pandavapura Shakara Sakkare Karkhane Ltd., Pandavapura, entitled to get 2 sets of Uniforms per year, each consisting of one pair of Trousers, one Shirt and a Pair of Footwear? If not, are they entitled to any other relief?

(6) Is Sri Narayana, T. No. 466 entitled to wages for the period from 14th August 1963 to 7th November 1963 on account of his not being taken on duty by the Management? If not is he entiled to any other relief?

(7) Are the workers who act in higher posts, entitled to receive Acting Allowance? If so, at what rate?

(8) Are the Vehicle Drivers entitled to a Daily Batta of Rs 3 per day whenever they are sent out of the factory, beyond 12 miles, or are required to stay way from the factory at a distance beyond 12 miles? If not, are they entitled to any other relief?

(9) Are the workmen entitled to Furlough leave at the rate of six months on half pay or three months on full pay for every seven years of service in the factory, apart from the other leave benefits already enjoyed by them? If not, are they entitled to any other relief?

(10) Are the individual seasonal employees entitled to get the intimation of the date of reopening of the factory by Registered Post? If not, how they should be notified?

(11) Are the workmen residing at the Visveswaranagar Colony, entitled to get free transport facilities to and from the factory? If not are they entitled to any other relief?

(12) Are the Workers justified in demanding that the Management should meet the Electricity Consumption charges in respect of the factory quarters in the Visweswaranagar, to the extent of 8 units in respect of each quarters? If not are they entitled to any other relief?

(13) Are the Operative Mechanics entitled to be fixed in the Highly skilled 'B' Grade in the scale of Rs 135-7-170-EB-9-215 with effect from 1st November 1960? and at what stage they should be fixed in that grade? Are they entitled to the difference of wages from 1st November 1960?

[No. LMa 370 LLD

By Order and in the name of the Governor of Mysore,

1197 G. G. PUROHIT, *Under Secy.*

ANNEXURE

Sl. No.	Name of worker	Designation given by the Management	Proper w/Board Designation claimed	Grade claimed	Scale claimed	Date with effect from which benefits are claimed
1	2	3	4	5	6	7
Sriyuths:						
1	R. Krishna Iyengar	Fire-man	Fire-in-charge	High Skilled A	180–8–220–EB–10–270	1-11-1960
2	Devegowda ...	Hamer Man	Hamer Man	Semi-skilled B	65–1/60–75	From the date of his transfer to workshop
3	Shamsheer Jan ...	Welder B	Welder A	Skilled A	105–6–135–EB–7–170	29-1-1963
4	B. K. Gunda Setty...	Lime Preparation Cooly	Liming Mate	Semi-skilled A	68–2–80	1-11-1960
5	M. B. Boregowda ...	Water Measuring Attender	Masieration Mate	Do	Do	Do
6	G. K. Lingegowda ...	Do	Do	Do	Do	Do
7	L. Lingegowda ...	Do	Do	Do	Do	Do
8	S. Bettegowda ...	Do	Do	Do	Do	Do
9	M. H. Puttaswamy...	Magma Attender	Magma Mate	Do	Do	Do
10	V. Srinivasa Setty ...	Hopper Cooly	Hopper Mate	Do	Do	Do
11	Shivegowda ...	Lab Boy	Laboratory Asst.	Do	Do	Do

1	2	3	4	5	6	7
12	N. Puttaswamy ...	Final Molasses and Press Mud Weighing Scale Attender	Molasses recorder	Do	Do	1-11-1960
13	Muniswamy ...	Sulphur Burner Cooly	Sulphur Mate	Do	Do	Do
14	Om Karegowda ...	Hopper Cooly	Hopper Mate	Do	Do	Do
15	K. Mariswamy ...	Do	Do	Do	Do	Do
16	K. S. Shivappa ...	Juice Sulphitation Attender	Sulphitation Mate	Do	Do	Do
17	G.M. Rangegowda ...	Lab. Boy	Lab. Asst.	Do	Do	Do
18	Thimmaiah Gowda...	Boiling House Fitter	Head Fitter (Boiling House)	Highly skilled A	180-8-220-EB-10-270	Do
19	N. Kempaiah ...	Do	Do	Do	Do	Do
20	N. K. Boraiah ...	Do	Do	Do	Do	Do
21	C. Mariyappa ...	Do	Do	Do	Do	Do
22	C. K. Kutti ...	Mill Fitter	Head Fitter (Mill House)	Do	Do	Do
23	J. Narayana ...	Do	Do	Do	Do	Do
24	M. Narayana Murthy	Asst. Fitter, Mill Section	Fitter I (First)	Highly skilled B	135-7-170-EB-9-215	Do
25	M. Babuji ...	Do	Do	Do	Do	Do
26	C. B. Kenchaiah ...	Do	Do	Do	Do	Do
27	Krishnegowda ...	Do (Boiling Section)	Do (Boiling Section)	Do	Do	Do
28	S. Madappa	Do	Do	Do	Do	Do
29	Usman Khan	Do	Do	Do	Do	Do

30	M. Kempegowda ...	Lab. Chemist	Lab. Chemist.	Supervisor D	200-10-250-EB-10-300	7-12-1961	
31	A. Jacob ...	Turner II	Turner I	Skiller A	105-6-135-EB-7-170	14-11-1960	
32	Venugopal ...	Typist	Typist	Clerical III	105-6-135-EB-7-170	29-5-1961	
33	Y. M. Karigowda ...	Attender	Clerk	Clerical IV	87-4-107-EB-5-132	1-11-1960	
34	Eraiah ...	Steam Valve Operator	Steam valve Operator	Semi-skilled B	65-1/50-74	1-11-1960	
35	Sambulingaiah ...	Steam Valve Operator	Steam Valve Operator	Semi-skilled B	65-1/50-74	1-11-1960	
36	R. N. Sivananje-gowda	Do	Do	Do	Do	Do	
37	Narayana ...	Do	Do	Do	Do	Do	
38	S. K. Subbaiah ...	Do	Do	Do	Do	Do	
39	S C. Channaveerappa	Wireman Helper	Asst. Wireman (Qualified)	Skilled C	75-3-96	Do	
40	T A. Ramachandra	Do	Do	Do	Do	Do	
41	Halagappa ...	Do	Do	Do	Do	Do	
42	B. Govinda Singh ...	Do	Do	Do	Do	Do	
43	Suryanarayana ...	Do	Do	Do	Do	Do	
44	Puttappa ...	Do	Do	Do	Do	Do	
45	Ramaiah ...	Do	Do	Do	Do	Do	
46	K. K. Narayana ...	Attender	Oil Man (Boiling House)	Semi-skilled B	65-1/50-74	1-11-1960 (upto 21-1-1961)	
	Do	Do	Godown Keeper	Clerical III	105-6-135-EB-7-170	From 22-1-61	

1	2	3	4	5	6	7
47	Abdul Azeez Khan...	Fitter C	Fitter I	I A	Do	1-11-1960
48	N. Krishnappa ...	Switch Board Attendant	Switch Board Attendant (Qualified)	Do C	75-3-96	From the date of his appointment
49	Puttegowda ...	Do	Do	Do	D	Do
50	Naikaregowda ...	Issue Boy	Store Issuer	Clerical III	105-6-135-EB-7-170	1-11-1960
51	B. Kalegowda ...	Issue Boy	Store Issuer	Do	Do	Do
52	C. Basappa ...	Do	Do	Do	Do	Do
53	Ramalingegowda ...	Do	Do	Do	Do	Do
54	M. V. Ramu ...	Welder Helper	Welder I	Skilled A	Do	-6-1964
55	P. Somasekharaswamy	Clerk	Store Purchaser	Clerical III	Do	1-
56	H. K. Siddaramu ...	Asst. Time Keeper	Shift Time Keeper	Clerical II	130-7-165-EB-8-205	Do
57	Nanjegowda ...	Do	Do	Do	Do	Do
58	G. A Shivalingaiah	Do	Do	Do	Do	Do
59	H. P. Nanjappa Gowda	Do	Do	Do	Do	Do
60	Srinivasa Gowda	Pan Boy	Asst. Fanman	Highly skilled B	135-7-170-EB-8-215	Do